

Cornell

Univ

CENTRAL CONFERENCE OF TEAMSTERS

1641 SO. KINGSHIGHWAY • ST. LOUIS, MISSOURI 63110
Telephones: ST. LOUIS MOhaw 4-9500 • OETROIT WOODward 5-8750



September 29, 1964

ADMINISTRATIVE FILE

Cornell University

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Policy
Committee
JAMES R. HOFFA
Chairman
JOHN T. O'BRIEN
Vice Chairman
HAROLD J. GIBBONS
Secretary-Treasurer
GORDON CONKLIN
FRANK FITZSIMMONS
ROY WILLIAMS

Mr. H. J. Gibbons
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Sir and Brother:

Enclosed, is a letter from David G. Moore, Dean of the New York State School of Industrial Relations, which was received in this office for your attention today.

Fraternally yours,

C. P. Chuckray

C. P. Chuckray, Controller
CENTRAL CONFERENCE OF TEAMSTERS

CPC/pb
enc.





DAVID G. MOORE
DEAN

NEW YORK STATE
SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A CONTRACT COLLEGE OF THE STATE UNIVERSITY
CORNELL UNIVERSITY
ITHACA, NEW YORK

September 17, 1964

Mr. Harold Gibbons, President
Teamsters Joint Council #13
1641 S. Kingshighway
St. Louis 10, Missouri

My dear Mr. Gibbons:

It is with great pleasure that I invite you, on behalf of Cornell University and the New York State School of Industrial and Labor Relations, to be one of twenty-five persons to participate in the Conference on Civil Rights in Our Changing Society: New Responsibilities for Labor and Management, to be held on the Cornell University campus, November 16-20, 1964.

The purpose of the conference is to provide a forum, away from the pressures of the bargaining table, in which leaders of labor, management and the public can frankly discuss issues of mutual concern. As you know, many private and public officials have strongly urged that in this critical phase of our national life, both business and labor should reexamine their attitudes, their practices, and their goals. Our experience indicates that a week-long off-the-record meeting can be a most valuable aid to such a re-appraisal, for five previous conferences of this nature at Cornell have won the enthusiastic approval of participants from many parts of the country and have also stimulated similar meetings elsewhere.

This year, sessions are planned on the following topics:

Unions and Equal Employment Opportunity
Management and Equal Employment Opportunity
Economic Status of Negroes
Cycle of Poverty
Civil Rights Act of 1964: Government Action
and Fair Employment

-2-

The seminar is being conducted by the New York State School of Industrial and Labor Relations at Cornell University in cooperation with the Commission on Labor/Management Organizations of the National Conference of Christians and Jews. The financial resources of the National Conference and the School are limited to provide the speakers' fees and travel costs. The participants are, therefore, being asked to pay a registration fee of \$75.00 to cover the following:

5 breakfasts
5 luncheons
2 dinners
housing in twin-bedded rooms

The School is offering a limited number of scholarships for those whose organizations are unable to provide for all or part of the registration fee. If you are able to attend and are in need of financial assistance, will you please so indicate.

Since the number of participants from labor, management, and the public is limited in order to preserve the intimate nature of the seminar, please let us know by October 1 whether you will be able to participate. Dates of acceptance will establish priorities for participants within the labor, management, and public groups. Discretion will also be used in order to maintain proper balance among participants from each group. Please address your reply to the attention of:

Professor Harlan B. Perrins
Director, On-Campus Programs
N. Y. S. School of Industrial and Labor Relations
Cornell University
Ithaca, New York

We shall be glad to furnish any additional information which you may desire about the seminar.

Cordially,

David S. Munn

ADMINISTRATIVE FILE

Cornell University

X

X

June 3, 1964

Prof. Donald E. Cullen
N.Y.S.S.I.L.R.
Cornell University
Ithaca, New York

Dear Prof. Cullen:

I am enclosing one copy each of the Local Cartage
and Over-the-Road National Master Freight Agreement.
As soon as we receive an additional supply from the
printer, I shall forward you an additional 19 copies.

Very truly yours,

Roy Bernas
Research

RB/le
Encls.



ROBERT F. RISLEY
ASSISTANT DEAN

ADMINISTRATIVE FILE
Cornell University
NEW YORK STATE
SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

June 1, 1964

Mr. George Sebastian
Western Conference of Teamsters
Flood Building
870 Market Street
San Francisco, California

Dear Mr. Sebastian:

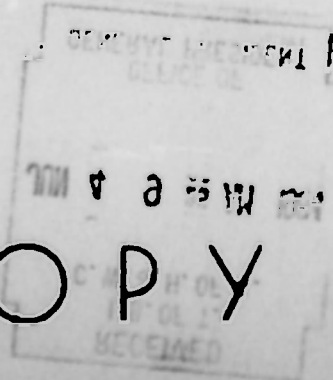
In recent years the College of Agriculture and the School of Industrial and Labor Relations at Cornell have sponsored a series of labor management conferences for the dairy industry in upstate New York. Representatives of the major dairies in the area have met with officials of Teamsters locals to discuss the problems of retail milk sales.

We are holding our latest conference June 9 and 10, and Al Weiss has suggested that you may be interested in our work. It is therefore my pleasure to invite you to participate in this year's conference, scheduled for the Hotel Syracuse, in Syracuse, N. Y. Enclosed is a copy of the agenda, with details as to the time of the sessions. Although we realize that time is short, we would appreciate hearing from you whether or not you plan to attend.

Sincerely,

Enclosure

s.e. Brooks
Aplin
Al Weiss



COPY

AGENDA FOR MANAGEMENT-TEAMSTER CONFERENCE

June 9 and 10, 1964
Hotel Syracuse
Syracuse, New York

Tuesday, June 9

10 a.m. - 12:30 p.m.

Review of Cornell's Research on the Economics of Milk Distribution (for those who have not participated at an earlier meeting)

1) Comparison of different systems of processing and distribution and the costs associated with each.

2) Economics of retail distribution.

2 p.m. - 5:30 p.m.

Providing More Opportunities for Routemen to Increase Sales.

1) Possibility of survey to determine how routemen spend their time and the amount of work on routes.

2) Providing more opportunities for increasing sales per stop.

*a. Expansion of product lines

*b. Pricing of specialty products and special promotions

*c. Starting times and frequency of billing.

*One Management and one Union representative will begin discussion by telling of their experiences.

Wednesday June 10

8:30 a.m. - 12:00 noon

Improving the Ability of Routemen to Capitalize on Sales Opportunities

1) Presentation of differences in sales potential and routeman's responsibility.

2) Problem of setting and enforcing standards will be explored in the following areas:

a. Placement of men on appropriate routes

b. Improved training to meet needs of different types of routes.

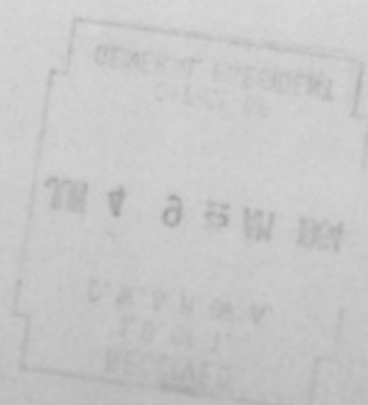
c. Counselling by supervisors to improve individual performance.

Mr. Vince Crowley will discuss the techniques of performance appraisal used by his company to begin this section.

1:30 - 3:30 P.m.

Meeting of Steering Committee

64-2306





ROBERT F. RISLEY
ASSISTANT DEAN

NEW YORK STATE
SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A CONTRACT COLLEGE OF THE STATE UNIVERSITY
CORNELL UNIVERSITY
ITHACA, NEW YORK

May 26, 1964

Mr. Al Weiss
Research Director
International Brotherhood of Teamsters
Washington, D. C.

Dear Mr. Weiss:

As I indicated in my letter of May 1, we are again planning a Teamsters-Dairymen Conference for upstate New York. The meeting will be June 9 and 10 at the Hotel Syracuse in Syracuse. Enclosed is the agenda we have prepared for the conference. You may note that the Tuesday morning session is a review of Cornell's research on the economics of milk distribution, intended primarily for newcomers to our meetings. However, we will welcome any participants in previous conferences who wish to attend.

If you have not already notified us, we would like to know as soon as possible whether you can attend.

Sincerely,

Robert F. Risley

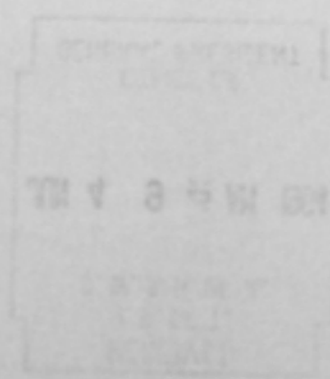
Enclosure



Dear Al,

Thanks very much for the suggestions for the conference. Enclosed is a copy of our invitation to Sebastian. While I think both he and Dave Kaplan would contribute considerably to the work of the group, we would prefer to hold off on Dave until we can invite him to make a formal presentation and thus take full advantage of his experience.

George Brooks



May 21, 1964

Mr. Robert P. Rieley
Assistant Dean
N.Y.S.S.I.L.R.
Cornell University
Ithaca, New York

Dear Mr. Rieley:

Thanks for your invitation to attend the Teamster-
Dairymen Conference in Syracuse on June 9-10, 1964. I
plan to be there.

Looking forward to seeing you and the rest of the
group.

Cordially,

Abraham Weiss
Economist

AW/ls



ROBERT F. RISLEY
ASSISTANT DEAN

NEW YORK STATE
SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A CONTRACT COLLEGE OF THE STATE UNIVERSITY
CORNELL UNIVERSITY
ITHACA, NEW YORK

May 1, 1964

Mr. Al Weiss, Research Director
International Brotherhood of Teamsters
Washington, D. C.

Dear Al:

The Steering Committee for the Teamsters-Dairymen Conference met recently and scheduled a conference for June 9-10 in Syracuse. We will be sending you details on the agenda shortly, but we wanted to give you an early notice of the meeting so you can reserve the dates should you care to attend.

The Conference will begin at approximately 10:00 A.M., June 9, at the Hotel Syracuse. The first session will be a review of Cornell's research on the economics of milk distribution for those who have not participated in any earlier meetings. Other sessions will be held in the afternoon of the 9th and the morning and early afternoon of the 10th. We hope to conclude about 3:00 P.M. on the 10th. A dinner for all participants has been scheduled for the evening of the 9th.

Rooms are available in the Hotel Syracuse for those who wish to reserve them.

We are looking forward to seeing you at the conference.

Sincerely,

Robert F. Risley

ADMINISTRATIVE FILE
Cornell University
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X

file

August 9, 1963

Mr. Robert F. Risley, Acting Dean
School of Industrial and Labor Relations
Cornell University
Ithaca, New York

Dear Bob:

I have been in almost constant travel and negotiation status and this is the first chance I have had to reply to your letter of July 17.

As I indicated at the first meeting in Syracuse, the approach which you and your staff have taken should be productive in providing a common meeting ground for the milk dealers and the Union to discuss calmly and rationally the problems confronting retail milk distribution and to explore possible avenues of solution. I have no specific suggestions to make as to the agenda for the next meeting. I do, however, believe that it may be fruitful to explore on an off-the-record basis, prior to the next meeting with a key member of the employer group and a key member of the Union group, some specific proposals and then to include these proposals for discussion purposes only as a part of the agenda. Such an approach would, I believe, cause representatives of both parties to face up to specifics rather than a continuation of general discussion.

You had indicated at the first meeting that you wanted to keep the group small and reserve participation to those immediately and directly involved in the Up-State New York area. I attended the recent Western Conference of Teamsters' sessions in Los Angeles and in a brief talk to the western Conference Dairy Division, I mentioned the activity of Cornell University in this area. There was keen interest expressed and Mr. George S. Sebestyen, Chairman of the Western States Dairy Employees Council, 870 Market Street, San Francisco 2, California and Mr. Larry M. Smith, Secretary-Treasurer, Teamsters' Local Union #683 (Seledrivers, Helpers and Dairy Employees), 2751 E Street, San Diego 2, California, both wondered whether they might "sit in" at the next meeting on an observer basis, since the retail milk business seems to be suffering nationwide. I informed them of the plan of the University to keep the group small, but I did indicate that I would relay this request to you.

Mr. A. F. Rieley

-2-

August 9, 1965

You may also wish to consider extending an invitation to Mr. David Kaplan, Economics of Distribution Foundation, 500 Fifth Avenue, New York 36, New York. As you know, Dave has been head of this Foundation since 1955 and has been doing much the same work, primarily in the baking industry, as Cornell is undertaking in dairy.

I am looking forward to the next meeting and hope that it will be a fruitful one. Regards to the staff.

Very truly yours,

Abraham Weiss
Economist

awls



ROBERT F. RUSLEY
ACTING DEAN

NEW YORK STATE
SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A CONTRACT COLLEGE OF THE STATE UNIVERSITY
CORNELL UNIVERSITY
ITHACA, NEW YORK

July 17, 1963

Mr. Al Weiss
Director of Research
Int'l. Bro. of Teamsters
25 Louisiana Ave., N.W.
Washington, D. C.

Dear Al:

I think your participation in the Syracuse meeting with the milk dealers was a very valuable one. I don't know what we can do to insure participation of a couple of other people who should have been there, but certainly nope we can figure something out before the next meeting.

You will recall that we agreed at the meeting each participant should give me his thoughts about the Syracuse meeting as well as indicate what he saw as future activities which might be undertaken. I am particularly interested in having your views, since it appears there is general sentiment for another meeting in the fall. At the second meeting it is important that we appear to make more progress if the entire activity is to move ahead. I think that the mechanism offers benefits to both the milk dealers and the Union, but would appreciate your reactions and thoughts.

I hope you will be willing to come back for a second go around, and that you will use any influence you can to encourage some of the others who are invited to attend.

Sincerely,

Bob



ROBERT F. RISSE
ACTING DEAN

NEW YORK STATE
SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

June 7, 1963

Mr. Abraham Weiss
Economist
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers
2801 Trumbull Avenue
Detroit 16, Michigan

Dear Mr. Weiss:

I am happy to say that we have favorable responses from a substantial majority of the men who have been invited to attend the joint Labor-Management Conference at the Sheraton Motor Inn on June 12 and 13. I enclose a tentative agenda.

In response to my request, a number of men have submitted suggestions concerning matters that they would like to have discussed at the conference. For the moment, I am merely listing these for your advance consideration.

1. Expansion of product lines: new or different products to be offered for sale to increase volume of retail routes.
2. Methods of compensating retail route salesmen to obtain most productive efforts.
3. Ways of improving route salesmen's training.
4. Determination by Labor and Management as to where their common interests lie.
5. An evaluation of all proposed solutions to the retail milk problem in the light of the criteria outlined in No. 4.

Please note that the agenda provides for a meeting at 2:30 P.M. to review the results of the University's research into problems of retail milk distribution. This session is intended especially

-2-

for those of you who have never previously heard a presentation of this research, either at the Management workshops or at the Labor conference. However, any of you who have heard this before are welcome to attend this session if you wish. The conference proper will begin with dinner at 6:30 P.M.

Please note that each conferee is expected to make his own room reservations.

I am looking forward with pleasure to meeting with you personally on June 12 and 13.

Sincerely,

Robert H. Ashley

Agenda
for
Union-Management Conference on
Retail Milk Distribution June 12-13, 1963
at The Sheraton Syracuse Inn, Syracuse, N. Y.

Wednesday, June 12

2:30 p.m.	Background discussion covering the costs of alternative distribution systems and the economics of retail route distribution.
6:30 p.m.	Dinner
8:00 p.m.	Prospects for Union-Management cooperation in solving problems in retail milk distribution.

Thursday, June 13

9:00 a.m.	Consideration of proposals to strengthen retail milk distribution.
10:30 a.m.	Coffee break
12:30 p.m.	Lunch
1:30 p.m.	Continuation of morning's topic
3:00 p.m.	Adjourn

ADMINISTRATIVE FILE
Cornell University
X
X

June 4, 1963

Mr. Robert F. Risley
Acting Dean
N. Y. State School of Industrial
and Labor Relations
Cornell University
Ithaca, New York

Dear Mr. Risley:

This is to advise that I shall be in attendance at
the joint Labor-Management Conference on problems of
retail milk distribution to be held on June 12 and 13
at the Sheraton Motor Inn in Syracuse, New York.

Very truly yours,

Abraham Weiss
Economist

AW/le



ROBERT F. RISLEY
ACTING DEAN

NEW YORK STATE
SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

April 29, 1963

Mr. Albert Evans
Local 937
Teamsters
25 Louisiana Avenue
Washington 1, D. C.

Dear Mr. Evans:

The Steering Committee set up to explore the possibilities of a joint Labor-Management Conference on problems of retail milk distribution met on April 10. I was glad to learn that it was decided to hold a conference to which twenty-two representatives will be invited, eleven from the Dairies and eleven from the Union.

You are invited to be one of this number, and I hope very earnestly that you can attend what I think will be a most worthwhile conference. The meeting will run from the afternoon of Wednesday, June 12, to mid-afternoon of Thursday, June 13. It will be held at the Sheraton Motor Inn at Thruway Exit 35 in Syracuse, New York. More complete details will be sent to you in the near future; meanwhile, I wanted you to have this prompt notification so that you could set aside the dates. I would appreciate having confirmation from you as soon as convenient.

The Steering Committee suggests that each conferee send in advance any suggestions he wants discussed, especially any aimed at the strengthening of retail milk distribution. After these have been received, we shall arrange them in a single list and distribute them in advance of the conference.

Each conferee is to make his own room reservations.

Sincerely yours,

Robert F. Risley

~~CONFIDENTIAL FILE~~
Cornell University *File*
X Invitation
X Barkan, Joel D.

February 28, 1963
625 Highland Rd.
Ithaca, New York

Mr. James R. Hoffa, General President
International Brotherhood of Teamsters
25 Louisiana Ave., N.W.
Washington, D. C.

Dear Mr. Hoffa:

In response to your letter of February 25 I called your office in Washington to speak with your secretary about the details of your visit to Cornell on March 12. As I told her, your address is scheduled for 8:15 P.M. in Bailey Hall. In addition, in descending order of importance there is a dinner scheduled for 6:15 P.M. at the Statler Club which is also on the University campus; a reception immediately following your lecture at the Teluride Association; and a meeting in Ives Hall at 5:00 P.M. with some graduate students and professors of the New York School of Industrial and Labor Relations. The meeting will be an informal question and answer period that will not be open to the public. If you are able to reach Ithaca in time for it the students involved would be extremely grateful.

In accordance with my first letter of late January, and my talk with your secretary yesterday we are publicizing your talk as "Trade Unionism in America and the Teamsters." A discussion of the purpose of trade unions as you see it, and how the Teamsters have sought to achieve this purpose would be involved.

Your secretary also said that you would be flying here by private plane, and not planning to spend the night. The name of the airport here is the Tompkins County Airport. Please notify us to your expected time of arrival so we can meet your plane.

Very truly yours,

Joel D. Barkan
Joel D. Barkan
President, Cornell Forum

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February 28, 1963
675 Highland Rd.
Ithaca, New York

Mr. James R. Hoffa, General President
International Brotherhood of Teamsters
25 Louisiana Ave., N.W.
Washington, D. C.

Dear Mr. Hoffa:

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Your secretary also said that you would be flying here by private plane, and not planning to spend the night. The name of the airport here is the Tompkins County Airport. Please notify us to your expected time of arrival so we can meet your plane.

Very truly yours,

Wm. D. Barakat
President, Cornell Forum

Re: Speaking engagement at Cornell University, Ithaca, New York
Tuesday, March 12.

5:00 P. M. Meeting Graduate Club - School of Industrial Relations
30 people with Professor. Questions and answers - no speech.

6:00 P. M. Dinner at Statler Club on the campus.

8:15 p. m. - Speak at Bailey Hall on the Campus of University.
before Cornell Forum.

Topic for speech - Trade Unions in America, Your conception of
what a trade union should be, what the Teamsters
are doing to achieve your goal

Followed by questions and answers

Since transportation is not good into Ithaca, I would suggest that
Don take you. He can land at Thompsons City Airport.

Mr. Joel D. Barkan can be reached between 12noon - 2 p. m. or
dinner time at AR 3-1597.

GAYLE - Please call Mr. Barkan and let him know if the above is
o.k. and also let him know the time of arrival so that
some one can meet Mr. Hoffa.

Re: Speaking engagement at Cornell University. Ithaca, New York
Tuesday, March 12.

5:00 P. M. Meeting Graduate Club - School of Industrial Relations
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dinner time at AR 3-1597.

GAYLE - Please call Mr. Barkan and let him know if the above is
o. k. and also let him know the time of arrival so that
some one can meet Mr. Hoffa.

4 P.M.

Discuss. Trade Unions in
America
your conception of a Trade
Union
questions + answers

February 25, 1963

Mr. Joel D. Barkan, President
Cornell Forum
625 Highland Road
Ithaca, New York

Dear Mr. Barkan:

Re my speaking engagement on March 12th,
please let me know the time and the exact location of the
meeting. As soon as I have this information, I will be in
a better position to advise you of my arrival time.

Very truly yours,

James R. Hoffa
General President

JRH/yk

6:00 P.M. Dinner - Statler
8:15 P.M. Speak - Club on
Bailey Hall, on the campus
Campus University
5:00 P.M. mtg. graduate Club
of Debate & Ind. Relations
30 people with Professor.

February 5, 1963
625 Highland Rd.
Ithaca, New York

Mr. James R. Hoffa, President
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Mr. Hoffa:

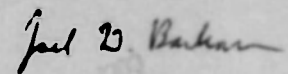
I was very happy to receive the letter from your executive assistant, Mr. H.J. Gibbons, which said that you will visit Cornell for a lecture on March 12.

Should you come to Ithaca by means of public transportation, Mohawk Airlines which flies here from the New York City area (either Idlewild or Newark airports) is about your only choice, although it is possible to come by bus.

Before your lecture in the evening we are planning a small dinner that will be attended by several students, and after the lecture there will be a short reception. We hope you will be able to attend both so that a number of students will be able to talk to you informally.

Please advise whether you plan to stay in Ithaca overnight in order for us to arrange accommodations for you.

Sincerely yours,



Joel D. Barkan
President, Cornell Forum

February 5, 1963
625 Highland Rd.
Ithaca, New York

Mr. James M. Hoffa, President
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Mr. Hoffa:

I was very happy to receive the letter from your executive assistant, Mr. H.J. Gibbons, which said that you will visit Cornell for a lecture on March 12.

Should you come to Ithaca by means of public transportation, Mohawk Airlines which flies here from the New York City area (either Idlewild or Newark airports) is about your only choice, although it is possible to come by bus.

Before your lecture in the evening we are planning a small dinner that will be attended by several students, and after the lecture there will be a short reception. We hope you will be able to attend both so that a number of students will be able to talk to you informally.

Please advise whether you plan to stay in Ithaca overnight in order for us to arrange accommodations for you.

Sincerely yours,

Joel D. Barker
President, Cornell Forum

January 30, 1963

Mr. Joel D. Barkan
President, Cornell Forum
625 Highland Road
Ithaca, New York

Dear Mr. Barkan:

On behalf of President Hoffa, I am writing to advise you that you may schedule him for the evening of March 12th.

At the present time, his schedule appears to be open on that evening and he will be happy to appear at your forum.

Very truly yours,

H. J. Gibbons
Executive Assistant
to the General President

HJG/mc

January 30, 1963

Mr. Joel D. Barkan
President, Coraelli Forum
625 Highland Road
Rhona, New York

Dear Mr. Barkan:

On behalf of President Hoffa, I am writing to advise you that you may schedule him for the evening of March 12th.

At the present time, his schedule appears to be open on that evening and he will be happy to appear at your forum.

Very truly yours,

H. J. Gibbons
Executive Assistant
to the General President

HJG/mc

Office of the General President

To: H. J. O'Hara

From: Marshall Weiss

1/25/68

DATE

RE: Invitation to President Hoffa
from Cornell Forum

As I mentioned to you in person, this is a bone fide
student group at Cornell University. They have from time
to time invited key figures to address the group. One such
was Walter Reuther, who drew about 2,000 people.

AM/lp

[Handwritten signature]

Office of the General President

To: H. J. Gibbons

From: Abraham Weiss

1/25/68

DATE

RE: Invitation to President Raffe
from Cornell Forum

As I mentioned to you in person, this is a bona fide student group at Cornell University. They have from time to time invited key figures to address the group. One such was Walter Reuther, who drew about 2,000 people.

AW/lp

From the Desk of:
HAROLD GIBBONS

1/22/63
Date

Al Weiss:

What kind of group is this. Check this out
and give me your recommendations.

HJG

From the Desk of:

HAROLD GIBBONS

1/22/63

Date

Al Weiss:

What kind of group is this. Check this out
and give me your recommendations.

HJG

Check out? Weiss

January 16, 1963
625 Highland Rd.
Ithaca, New York

Mr. James Hoffa, President
International Brotherhood of Teamsters
25 Louisiana Avenue N.W.
Washington, D.C.

Dear Mr. Hoffa:

The Cornell Forum of Cornell University is a student group which annually presents a series of about fifteen lectures for the campus community, each year. Topics covered by the program run a wide gamut from international relations and domestic politics to literature and the other arts. The group is financially supported by the student government of the University which enables it to sponsor speakers from the outside.

For a long while we have wanted to present a prominent leader of the labor movement. Your name has come up repeatedly, and so I am now writing you to extend an invitation. We would appreciate it very much if you would be willing to visit Ithaca sometime this year to deliver an address on what your conception of the labor movement should be, and how your own union has sought to exemplify this ideal.

In view of your controversial position in the labor movement I am quite sure that your appearance here would be well attended—probably by 1,500 to 2,000 people. Obviously this would be a good opportunity to state the Teamster's case without any interference from the press. If you spoke we would like you to lecture for about an hour, and then entertain questions from students at the end.

Although the rest of the school year is open for such an event, we would prefer, if possible, that you come sometime between now and March 21. For the most part, week-nights are best.

(2)

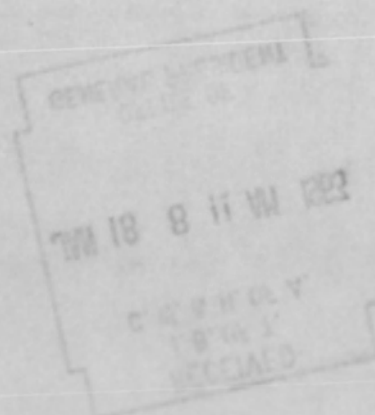
Naturally, we will pay all your expenses to and from Washington, and provide a place for you to stay if you desire to remain in Ithaca over night.

I look forward to hearing from you.

Sincerely,

Joel D. Barham

Joel D. Barham
President, Cornell Forum



ADMINISTRATIVE FILE ✓
Cornell University
X Craig, Alton
X Invitation

8 October 1962

Mr. C. B. Williams, Chairman
Speaker Program
Graduate Student Council
Cornell University
Ithaca, New York

Dear Mr. Williams:

Your letter of October 3, 1962 addressed
to General President James R. Hoffa received in
this office.

Mr. Hoffa would very much like to accept
your invitation to speak but will be unable to do
so due to the forthcoming trial in Tennessee at
that time.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG:gv

Dependent

NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

October 3, 1962

Mr. James R. Hoffa
General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Mr. Hoffa:

On May 10, 1962 we extended to you an invitation to come to Cornell as a guest of the Graduate Student Council to address the student body in an open or seminar session. Unfortunately, because of a heavy schedule you were not in a position to make a commitment at that time and suggested we contact you again in October.

We would like to again extend to you a very cordial invitation to come to the School at a time convenient to you, preferably by the end of this year. Your presence would not only create enthusiastic interest amongst the students and faculty but would complement the utility of our new buildings and facilities.

We do hope pressures on your time will permit you to look favorably on this invitation.

Yours very truly,

C. B. Williams
C. B. Williams
Chairman, Speaker Program
Graduate Student Council

ADMINISTRATIVE FILE

Cornell University

X Craig, Alton

X Invitation

May 15, 1962

Mr. Alton Craig, President
Graduate Student Council
Cornell University
Ithaca, New York

Dear Mr. Craig:

Thank you for your invitation of May 10th inviting
me to participate in your program some time in November.

Because of my heavy schedule, I am not in a position
to make a commitment at this time. However, I will be happy
to consider this invitation some time in October.

Very truly yours,

James R. Hoffa
General President

JRH/yk

Mr. Hoffa

NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

May 10, 1962

Mr. James R. Hoffa, President
Int'l. Brotherhood of Teamsters, Warehousemen,
Chauffeurs, and Helpers
Louisiana Avenue
Washington, D. C.

Dear Mr. Hoffa:

Recently the Graduate Student Council of the New York State School of Industrial and Labor Relations, Cornell University, initiated a program of bringing to the School outstanding figures in the field of industrial relations. The graduate students here are seeking the opportunity to hear different views on various topics, and a large number of them expressed the desire to hear you. Since you are head of America's largest and most powerful union, we are naturally anxious to meet with you. In addition, it is usually difficult, if not impossible, to learn the Teamsters' defense against the allegations so frequently made against them. Thus, we would appreciate it very much if you could speak here during the next school year, and we believe we can provide you with an interesting and challenging evening.

In the past it has been the custom for the speaker to arrive at Ithaca early in the morning so that he can have lunch with members of the faculty. Afterwards arrangements are made for him to meet with one of the undergraduate or graduate classes which is studying an area with which he is familiar. A seminar with a group of graduate students will follow dinner.

We realize that your schedule is crowded, but if you could name a date during the first three weeks of November, this would be quite satisfactory for us. All necessary travel and living expenses, and an honorarium of fifty dollars will be paid by the School.

We do hope you will be able to visit Cornell and the School of Industrial and Labor Relations, and we will appreciate your early consideration of this invitation.

In the event that no date during this time is convenient, a later time in the school year could easily be arranged.

Respectfully,

Alton Craig
Alton Craig
President, Graduate Student Council

ADMINISTRATIVE FILE ✓

Cornell University

X Invitation

X National Conference of
Christians and Jews

X McConnell, John W. (Dean)

October 8, 1962

Mr. Harlan B. Perrins
Coordinator of Special Programs
Cornell University
Ithaca, New York

Dear Mr. Perrins:

I regret that I must write you cancelling out my scheduled appearance at the forthcoming Weinberg Seminar. I have avoided writing you until that date making an effort to make it possible for me to attend, but developments within our union make it impossible for me to participate in the seminar because of conflicting engagements.

Please know that I appreciate your original invitation and sincerely regret being unable to be available for the sessions.

Very truly yours,

H. J. Gibbons
Executive Assistant
to the General President

HJG/mc

NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

September 17, 1962

COORDINATOR OF SPECIAL PROGRAMS
AR 3-4034 EXT. 22

CONFERENCE SECRETARY
EXT. 22

Mr. H. J. Gibbons
Executive Assistant to the General President
Int'l. Bro. of Teamsters, Chauffeurs, Warehouse-
men and Helpers
2801 Trumbull Avenue
Detroit 16, Michigan

Dear Mr. Gibbons:

In order to assist you in making your travel plans for attendance at the Weinberg Seminar - "Public Interest in Our Changing Society," October 21 - 26, I am enclosing several pieces of descriptive literature which you may find helpful.

Due to the very limited housing resources available on or adjacent to the campus, it will be necessary to ask you to share a room with another participant. If you have a serious objection to this arrangement, please let me know as soon as possible.

You will live at the Cornell Heights Residential Club, 1 Country Club Road in Ithaca. The club is located just off the Cornell Campus within ten minutes walking time (five minutes by automobile) from the Conference Center on the Cornell Campus. Transportation assistance will be available.

Would you please return the enclosed memorandum form containing information as to your estimated time of arrival. If you are planning to arrive by air, limousine service is available to the Cornell Heights Residential Club.

The seminar is scheduled to begin with a reception and dinner at 6:30-7:00 p.m. on Sunday, October 21 in Statler Hall on the Cornell Campus.

If I can be of any assistance in expediting your travel plans please do not hesitate to call or write.

Sincerely yours,

Harlan B. Perrins
Harlan B. Perrins

Coordinator of Special Programs

HBP/ja
Enclosures

I will attend the Wilhelm Weinberg Seminar on October 21-26.

Name _____

Organisation You Represent _____

Position in Organisation _____

Organisation's Address _____

Home Address _____

I will arrive by plane () automobile () bus ()
on _____ At Approximately _____
(date) (time)

I will depart by plane () automobile () bus ()
on _____ At Approximately _____
(date) (time)

CONVENTIONS - CONFERENCES - MEETINGS - BANQUETS



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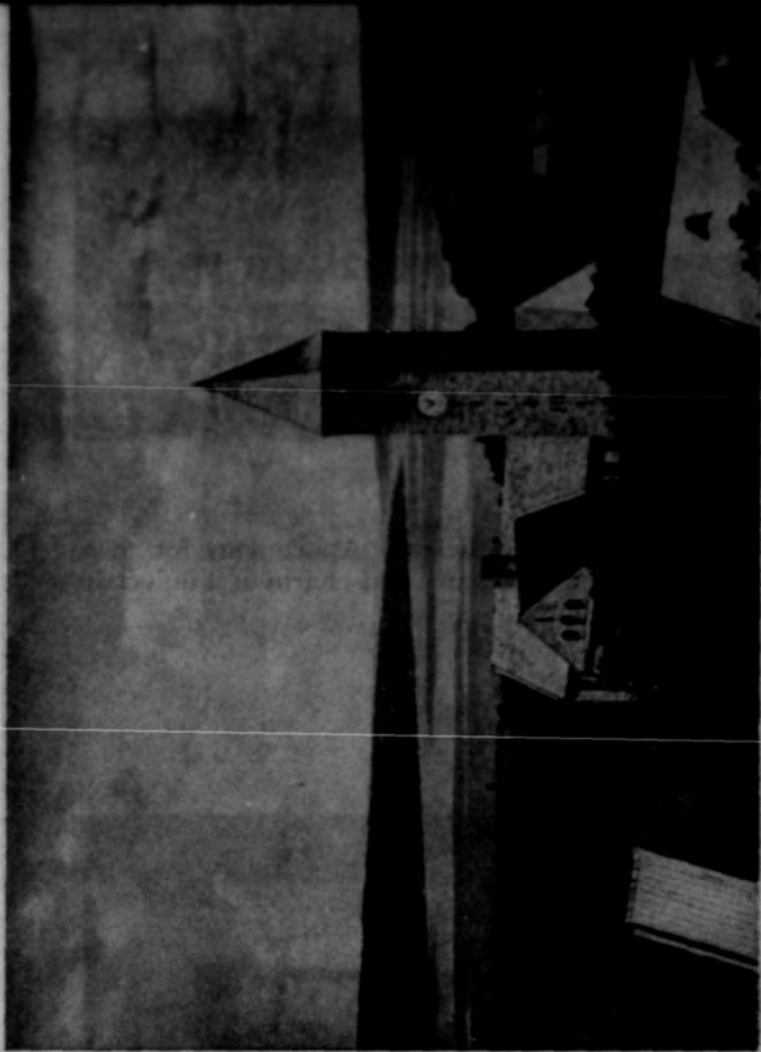
Suites Are Available For Long-Term Occupancy

THE Cornell Heights Residential Club welcomes permanent guests. Reasonable rates are available for monthly rental of apartment units. All services are included. Luxuriously furnished, and air conditioned, the suites consist of a living-bed room, with 5 channel television, bath with tub and shower, kitchenette, dressing foyer and closet. The deluxe accom-

modations offer, in addition, the use of the Club Rooms, terraces, and outside recreational areas. These suites have proven especially popular with research specialists, professors, business firms requiring accommodations for visiting representatives, those attending summer sessions, executive training courses, and the like. Write or call the manager for lease terms and rental rates.

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THE CORNELL HEIGHTS RESIDENTIAL CLUB**

ONE COUNTRY CLUB RD. ITHACA, NEW YORK



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PHONE AR 2-1122

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For Reservations Phone AR 2-1122



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SUMMER AND WINTER SPORTS FOR ALL—Recreational facilities within the Ithaca area are excellent. Golf, tennis, hiking, horseback riding, swimming, boating, fishing, hunting and excursions by land or water are all available within a short distance of the Club. In the winter there is sightseeing, skiing and ice skating. Year-round schedule of spectator sports.

YOUR HEADQUARTERS

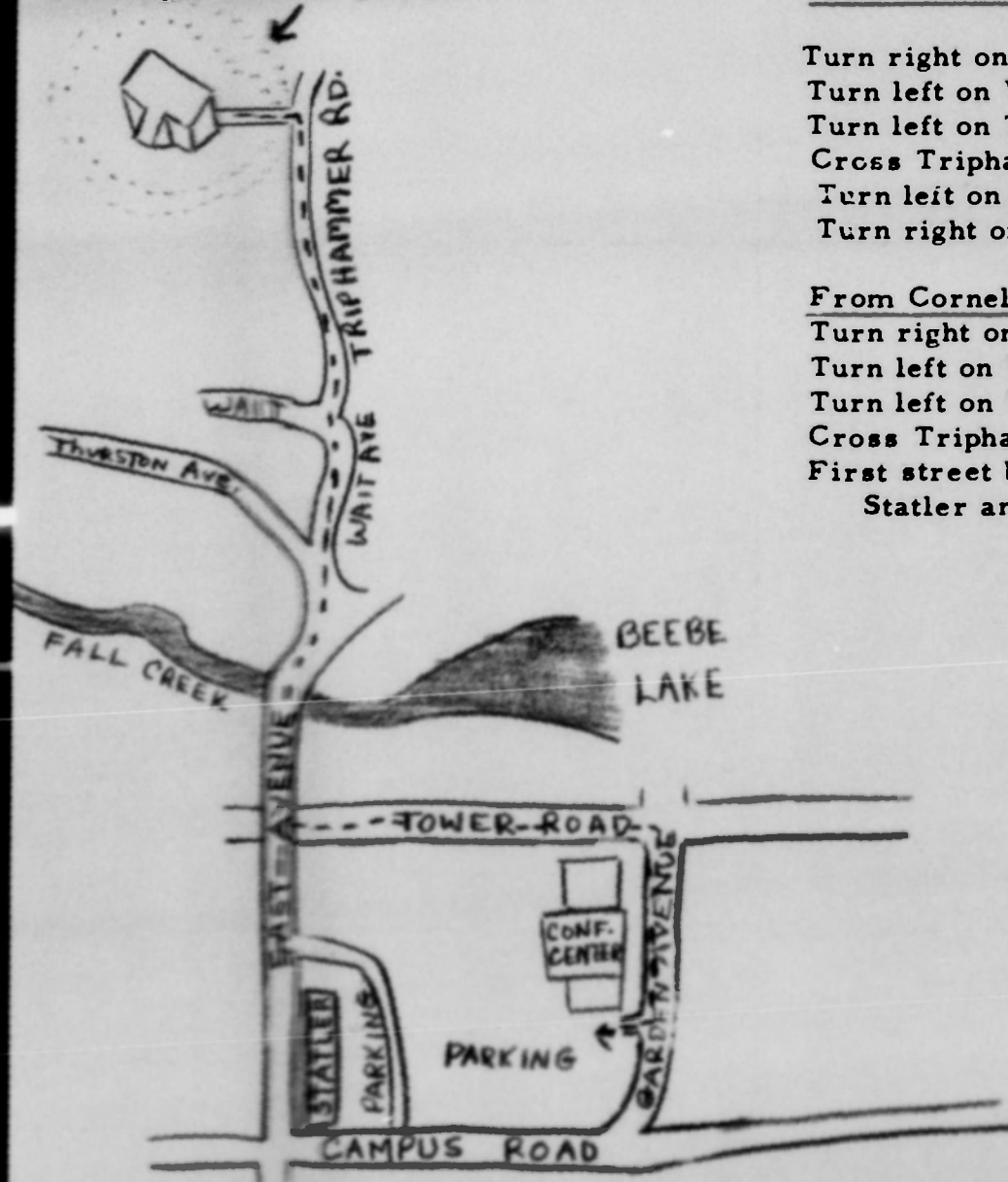
On Business, Vacationing, Conferences,
Sports Events, Visiting

For Reservations Phone AR 2-1122

Directory of Services

- **Breakfast:** Served Daily in the Club Room.
- **Room Service:** Soft Drinks, Ice, etc. Call Room Clerk.
- **Cigarettes, Newspapers, Candy, razor blades, tooth paste, and other supplies** at the front desk.
- **Television:** Call Room Clerk.
- **Laundry:** Laundry sent out before 8 A.M. is returned the same day. 24-hour service on cleaning and pressing. Call Room Clerk.
- **Parking:** Adjacent to Club. No charge.
- **Auto Service:** Cars picked up and delivered. Call Room Clerk. Drive-Or-Self System cars always available.
- **Transportation:** Taxi service. Air, Rail, or Bus reservations: Information may be secured at the Front Office Desk or call Room Clerk.
- **Airline Limousine Service:** Call Room Clerk.
- **Doctor:** Call Room Clerk.
- **Florist:** Call Room Clerk.
- **Public Stenographer:** Call Room Clerk.
- **Baby Sitter Service:** Call Room Clerk.
- **Cashing Checks:** Proper identification is all that is necessary to cash checks up to \$25.
- **Charge Accounts:** Proper identification is all that is necessary to establish a charge account.
- **Catering Service:** Available for private parties, dinners, meetings etc. for groups of from 10 to 200 persons. See the Manager.

CORNELL RES CLUB



From Cornell Res Club to Conference Center:

Turn right on Triphammer Road
 Turn left on Wait Avenue
 Turn left on Thurston
 Cross Triphammer Bridge on East Avenue
 Turn left on Tower Road
 Turn right on Garden Avenue

From Cornell Res Club to Statler Inn:

Turn right on Triphammer Road
 Turn left on Wait Avenue
 Turn left on Thurston
 Cross Triphammer Bridge on East Avenue
 First street beyond Tower Road faces back of
 Statler and parking lot.



JOHN W. MCCONNELL
DEAN

NEW YORK STATE
SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

ADMINISTRATIVE FILE

Cornell University

X Invitation

X National Conference

of Christians and Jews

X Mr. McConnell, John W.

(Dean)

August 6, 1962

My dear Mr. Gibbons:

I am delighted that you are able to attend the Cornell Conference on "The Public Interest in Our Changing Society," sponsored jointly by the New York State School of Industrial and Labor Relations and the National Conference of Christians and Jews with the financial support of the estate of Wilhelm Weinberg.

Details concerning the program will be sent to you at a later date. We are relying upon your personal participation in order to achieve the full success of the Conference.

I am looking forward to seeing you during the week of October 21-26.

Cordially yours,

John W. McConnell

Mr. H. J. Gibbons
Executive Assistant to the
General President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers
2801 Trumbull Avenue
Detroit 16, Michigan

ADMINISTRATIVE FILE ✓

Cornell University

X Su: Hattig

X Mc Connell John W. (Ray)

July 11, 1962

Mr. John W. McConnell, Dean
School of Industrial and Labor Relations
Cornell University
Ithaca, New York

Dear Mr. McConnell:

Thank you for your kind invitation to
be a participant in your forthcoming conference on "The Public
Interest in Our Changing Society: New Roles for Labor and
Management", to be held on the Cornell University Campus
October 21 - 26, 1962.

Please consider this my acceptance of
your kind invitation to be a participant.

Very truly yours,

H. J. Gibbons
Executive Assistant
to the General President

HJG/mc



JOHN W. MCCONNELL
DEAN

NEW YORK STATE
SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

June 15, 1962

Mr. Harold Gibbons, President
Teamsters Joint Council #13
1641 South Kingshighway
St. Louis 10, Missouri

My dear Mr. Gibbons:

It is with great pleasure that I invite you on behalf of Cornell University to be one of twenty-five persons to participate in a conference on "The Public Interest in Our Changing Society: New Roles for Labor and Management" to be held on the Cornell University campus, October 21-26, 1962.

The purpose of the conference is to provide a forum, away from the pressures of the bargaining table, in which leaders of labor, management, and the public can frankly discuss issues of mutual concern. As you know, many private and public officials, including President Kennedy, have strongly urged that in this critical phase of our national life, both business and labor should re-examine their attitudes, their practices, and their goals. Our experience indicates that a week-long, off-the-record meeting can be a most valuable aid to such a reappraisal, for three previous conferences of this nature at Cornell have won the enthusiastic approval of participants from many parts of the country and have also stimulated similar meetings elsewhere.

This year, sessions are planned on the following topics: "Labor, Management and the Public Interest", "Eliminating Discrimination in Industry: Problems and Opportunities", "Automation, Manpower Resources, Retraining", "Ethics and Responsible Labor and Management Leadership", "Communication: Improving Employer-Employee Relations", "New Approaches to Collective Bargaining", "Foreign Competition and the Common Market", and "The Moral Imperative and Labor-Management Relations". Discussions will be led by members of the Cornell faculty, prominent labor and management officials, and other authorities in industrial relations.

The Seminar, which is being conducted by the New York State School of Industrial and Labor Relations at Cornell University in

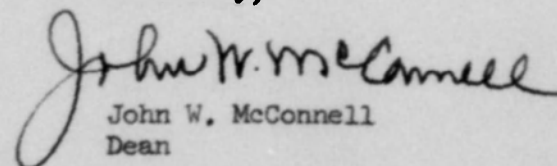
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cooperation with the Commission on Labor-Management Organizations of the National Conference on Christians and Jews, is made possible by a gift from the Estate of Wilhelm Weinberg to conduct a "National Institute for Management and Labor Leadership". Due to the financial support provided by the Weinberg Estate, there will be no charges for registration, housing or scheduling meals.

Since the number of participants from labor, management, and the public must be limited in order to preserve the intimate nature of the Seminar, would you let me know by July 16 whether you will be able to participate? Dates of acceptance will establish priorities for participants within the labor, management, and public groups. Discretion will also be used in order to maintain proper balance among participants from each group.

We shall be glad, of course, to furnish any additional information which you may desire about the Seminar.

Cordially,


John W. McConnell
Dean

ADMINISTRATIVE FILE

Cornell Club of Michigan
* Division
* McMullen, George R.

November 6, 1961

Mr. Geo. R. McMullen, Program Chrm.
Cornell Club of Michigan
16832 St. Paul Ave.
Grosse Pointe 30, Michigan

Dear Mr. McMullen:

Thank you for your kind invitation of October 16th
inviting me to appear on your program.

Because of a very heavy schedule from now until
the end of January, I am not accenting any speaking engagement
until after that period. I would be happy to consider a date
after that time.

Very truly yours,

James R. Hoffa
General President

JRH/yk

CORNELL CLUB



OF MICHIGAN

October 16, 1961

Mr. James R. Hoffa
Teamsters Union, Local No. 299
2741 Trumbull
Detroit, Michigan

Dear Mr. Hoffa:

The Cornell Club of Michigan (which consists of alumni of Cornell University living in the greater Detroit area) has a series of monthly meetings each year extending from the fall through the spring, and it has been our policy at these meetings to have a speaker from the fields of government, industry and labor.

On January 18 we have scheduled Mr. Geo. R. Wallis of the Pennsylvania Railroad to discuss a matter that has been very much in the public interest these days, namely, that of "piggy-back" shipping.

There has been a great deal of opinion pro and con in the newspapers on this matter, and I note that you have been quoted in the press as having decided views about it. Would you be willing and interested to be our co-guest for luncheon on January 18 to present your views on this "piggy-back" situation which, by and large, I presume would be in opposition to those of Mr. Wallis of the Pennsylvania Railroad.

This meeting would be "off the record" and would be held in the private dining room of Terova's Rathskellar located at John R and Milwaukee.

The Club would be most appreciative if you would address us, and, I might add, we do serve a good luncheon.

I should be happy to call on you in your office personally to discuss this invitation in more detail.

Would you be kind enough to drop me a note at 16832 St. Paul Ave., Grosse Pointe 30, Michigan.

Cordially yours,

Geo. R. McMullen
Geo. R. McMullen
Program Chairman

m/b

NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

ADMINISTRATIVE FILE

Cornell University

OFFICE OF RESIDENT INSTRUCTION
C. A. HANSON, DIRECTOR

COUNSELORS
WILLIAM H. ALLEN, JR.
JAMES CAMPBELL
DONALD P. DIETRICH

March 28, 1961

Mr. Abraham Weiss
Economist
International Brotherhood of Teamsters
Chauffeurs-Warehousemen & Helpers of America
Washington 1, D. C.

Dear Mr. Weiss:

We appreciate your courtesy in replying to our letter asking your assistance in providing our students practical experience in union activities. We hope that in the future you will consider this School's students and graduates when you have a requirement for trained labor relations personnel.

Sincerely yours,

William H. Allen, Jr.
William H. Allen, Jr.
Placement Counselor

WHA:ca

ADMINISTRATIVE FILE
Cornell University
X
X

March 25, 1961

C
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P
Y

Mr. William H. Allen, Jr.
Placement Counselor
N. Y. State School of Indus-
trial and Labor Relations
Cornell University
Ithaca, New York

Dear Mr. Allen:

This is in reply to your letter of March 6 with
respect to the possibility of participation in your
summer work program.

I regret that there are no openings available and,
therefore, we will not be able to place one of your stu-
dents. I believe that your program deserves support but
our situation will not permit our assistance at this
time.

Very truly yours,

Abraham Weiss
Economist

AW/lp

NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

OFFICE OF RESIDENT INSTRUCTION
C. A. HANSON, DIRECTOR

March 6, 1961

COUNSELORS
WILLIAM H. ALLEN, JR.
JAMES CAMPBELL
DONALD P. DIETRICH

Mr. Abraham Weiss
Research Department
International Bro. of Teamsters
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Mr. Weiss:

I am writing you about a student program on which I hope you may be able to give us some assistance. This School from the date of its founding in 1945 has required students to work in the summers, preferably in situations where they will be able to gain experience in practical problems of industrial and labor relations. The experience gained in these summer jobs has contributed greatly to the students' interest in their studies and to the background from which they can discuss problems raised in the classroom as well as adding a great deal to the training they bring to the jobs they get on graduation. We have always had a number of students who wanted to learn more about the labor movement by finding jobs with unions. This year more than ever we have students asking us how they can go about finding such summer employment.

At the suggestion of Mr. Morris Iushewitz, Secretary of the New York City Central Labor Council and a member of the Labor Advisory Committee to the School's Extension Division, we are turning to you to see whether you have an opening which a student in industrial and labor relations might be able to fill this summer. In coming to you with this inquiry we are not thinking of highly skilled or professional positions, but rather of such tasks as office work, work as trainee or assistant organizers, assignments in research, public relations, report preparation, or in security plan offices - to mention only types of positions which students from this School have filled with unions in the past.

If you have an opening which you think a student could fill, will you write or phone us about the details? Many students will be in the city during spring vacation, March 25-April 1, when interviews could very readily be arranged.

In addition to the summer work program, we always have inquiries from graduating students about permanent positions in the labor movement. We should, of course, very much appreciate your letting us know whether you would like to consider any of our graduates for any such permanent openings as they may occur.

My telephone number is Ithaca 4-3211, Extension 2349.

Sincerely,

William H. Allen, Jr.
William H. Allen, Jr.
Placement Counselor

WHA:ca
Encl.

EDUCATION FOR MUTUAL RESPECT

labor and management work
together at cornell university

New York State School of Industrial and Labor Relations
A Unit of the State University of New York
at
Cornell University
Ithaca, N. Y.



CONSTRUCTION IS NOW UNDERWAY FOR A NEW HOME FOR THE NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, WHICH WILL BE LOCATED AT A CENTRAL SPOT ON THE CORNELL CAMPUS. THE STRUCTURE IN THE FOREGROUND, WHICH WILL COST APPROXIMATELY \$1,000,000, WILL BE JOINED WITH EXISTING STRUCTURES IN THE BACKGROUND, AND ON THE RIGHT FOREGROUND.

EDUCATION FOR MUTUAL RESPECT

labor and management work
together at cornell university

Education for mutual respect between labor and industry is one of the main objectives of the New York State School for Industrial and Labor Relations, a distinguished unit of Cornell University. In fact, the importance of mutual respect and mutual understanding was emphasized when the New York state legislature enacted legislation leading to the establishment back during World War II.

At the ILR School, as it is known on the Cornell campus, young men and women are taught to understand both sides, so that after they have graduated, they are able to interpret the objectives and behavior of labor and management, and to work toward constructive solutions of the basic industrial and labor problems confronting labor, management and the public at large.

Although the importance of industrial peace has long been recognized and the role of negotiators of industrial disputes and differences has long been understood as vital, it has only been during the past few years that any attempt has been made to provide practitioners of industrial and public relations with the kind of professional preparation that is found in other areas of our society. The practitioner who has been educated and instructed in his craft is relatively new—the first institution in the country to offer a comprehensive program in professional training at the undergraduate and graduate levels was the New York State School of Industrial and Labor Relations, which opened its doors at Cornell University in the fall of 1945. The school is a component of both Cornell University and the State University of New York. It is one of four state-supported units at Cornell.

Back in 1944 the attention of most Americans was focused on the nation's war effort, then nearing its peak. The tide had turned in favor of the free world but there was still much fighting ahead and people in general were more concerned with

finishing the war and of "winning the peace" than they were with domestic matters.

The New York state legislature, however, did concern itself with a domestic matter—industrial peace. It was a peace which had existed during the war, as a result of pressures exerted on industry and labor by both the government and the general public. This enforced peace between labor and industry was due to end when the war was over, the legislators knew. This partnership, this industrial peace, had been a vital factor in the strength and effectiveness of our war effort and the lawmakers were anxious to continue if it could be achieved without legislation restrictive to either labor or industry. The willingness of both parties to cooperate was the essential element, the legislators concluded.

The legislators voted to establish a school which would be a factor in achieving this kind of cooperation, and they spelled out just what they had in mind in terms of objectives and purposes: "It is necessary that understanding of industrial and labor relations be advanced; that more effective cooperation among employers and employees and more general recognition of their mutual rights, obligations and duties under the laws pertaining to industrial and labor relations in New York State be achieved; that means for encouraging the growth of mutual respect and greater responsibility on the part of both employers and employees be developed; and that industrial efficiency through the analysis of problems relating to employment be improved . . . It is hereby declared to be the policy of the state to provide facilities for instruction and research in the field of industrial and labor relations through the maintenance of a school of industrial and labor relations."

"The object of such school shall be to improve industrial and labor conditions in the state through the provision of instruction, the conduct of research, and the dissemination of information



STUDENTS FROM CORNELL'S ILR SCHOOL PREPARE TO ENTER A COAL MINE NEAR WILKES BARRE, PA., TO SEE CONDITIONS UNDER WHICH MINERS WORK. SUCH FIELD TRIPS ARE REQUIRED OF STUDENTS

in all aspects of industrial, labor and public relations affecting employers and employees."

A prime mover in the founding of the school was New York's Sen. Irving Ives, then leader of the State Assembly, and he served as its first dean. The school opened its doors on Nov. 5, 1945, with the admission of its first group of resident students. Mr. Ives resigned the deanship in 1947 and Martin P. Catherwood succeeded him. Mr. Catherwood, a Cornell professor of business management who had been on leave to serve as State Commissioner of Commerce, was instrumental in developing the school's three fold program resident instruction, extension teaching, and research and information. In 1959 he resigned his deanship to return to State service, this time as the Industrial Commissioner, while retaining his professorship at the school. John W. McConnell, former Dean of Cornell's Graduate School, is now the ILR dean.

The school prepares men and women to become practitioners in industrial, labor and public relations who may be employed, after graduation, by labor unions, industrial firms, government agencies and other groups involved. It attempts to provide them with the kind of professional training that includes not only the acquisition of skills but, even more important, the perspective and that "mutual respect" with which the legislators of 1944 were so much concerned. Both undergraduate and graduate students take courses in business practices and philosophy; they also study the structure and philosophy of labor unions and they concern themselves with the public's role in this field. Students hear lectures by both labor and industrial leaders; they regularly visit industrial plants, sometimes to see management at work, sometimes to see the functioning of unions.

Whatever their course after graduation, they will have knowledge of the other side and understanding of opposing views and philosophies.

The school's Extension Division provides educational services for labor, management, civic, educational, government and community groups throughout New York State. These services include conducting non-credit courses, workshops, seminars, conferences, lecture series, panel discussions, forums and single lectures. They are held off campus at such places as union meeting halls, company conference rooms, hotel conference rooms, public schools and on the campuses of other educational institutions. They are also held on the Cornell campus. Every year many conferences are held at Cornell under the mutual sponsorship of the school and of outside groups.

The research programs of the school involve almost every faculty member and cover a wide range of topics which reflect the diversity of interest and educational backgrounds of the faculty. Some of the research projects currently underway include: a large scale study of retirement policies and procedures of American industry; personnel policies and problems of small business concerns, case studies of human relations in industry, the government and organization of trade unions, and foreign policies of American unions.

The results of research done at the school are printed in professional journals, by commercial and university presses and by the school through its own facilities. The school publishes two monograph series, Cornell Studies in Industrial and Labor Relations and Cornell International Industrial and Labor Relations Reports, a bulletin series, a reprint series and ILR Research. It also publishes the Industrial and Labor Relations Review.

ADMINISTRATIVE FILE

Cornell University

X

X

April 7, 1960

C
O
P
Y

Dr. Henry A. Landsberger
Associate Editor
Industrial and Labor Relations Review
Cornell University
Ithaca, New York

Dear Dr. Landsberger:

I have read the condensation of the report on Teamster research and appreciate your efforts. We would be pleased to have it published.

Thanks very much for your cooperation.

Very truly yours,

Abraham Weiss
Economist

AW/lp

INDUSTRIAL and LABOR RELATIONS REVIEW

CORNELL UNIVERSITY

Ithaca, New York

Robert L. Aronson
Editor

Henry A. Landsberger
Associate Editor

Ronald Donovan
Associate Editor

Leonard P. Adams
Chairman, Editorial Board

April 4, 1960

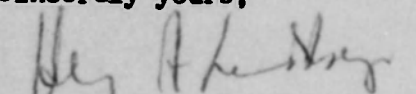
Mr. Abraham Weiss, Economist
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D. C.

Dear Mr. Weiss:

The enclosed is a condensation of your report. You will note that I have merely cut out certain sentences and paragraphs without otherwise altering words.

I hope this meets with your approval.

Sincerely yours,


Henry A. Landsberger, Ph. D.
Associate Editor

HAL:dma

PUBLISHED BY THE NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK AT CORNELL UNIVERSITY

ADMINISTRATIVE FILE
Cornell University
X
X

February 29, 1960

C
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P
Y

Dr. Henry A. Landsberger
Associate Editor
Industrial and Labor Relations Review
Cornell University
Ithaca, New York

Dear Dr. Landsberger:

In answer to your letter of February 26, I did not realize that you wanted a brief account for the "News and Notes" section of the Review. Please tailor the article to your specific needs; I shall be glad to review it.

Very truly yours,

Abraham Weiss
Economist

AW/lp

INDUSTRIAL and LABOR RELATIONS REVIEW

CORNELL UNIVERSITY

Ithaca, New York

February 26, 1960

Robert L. Aronson
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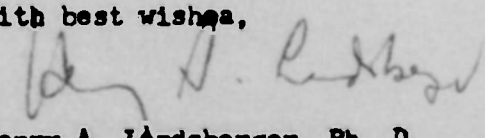
Leonard P. Adams
Chairman, Editorial Board

Mr. Abraham Weiss, Economist
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D. C.

Dear Mr. Weiss:

We are planning to publish a condensed version of your report (I am afraid that in its present form it is too long for the customary format of "News and Notes") in the July 1960 issue of the Review. If I have your permission, I would like to have a go at cutting it, and then send you my revised version for your approval.

With best wishes,



Henry A. Landsberger, Ph. D.
Associate Editor

HAL:dma

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A UNIT OF THE STATE UNIVERSITY OF NEW YORK AT CORNELL UNIVERSITY

ADMINISTRATIVE FILE
Cornell University
X
X

December 29, 1958

C
O
P
Y

Dr. Henry A. Landsberger
Associate Editor
Industrial and Labor Relations Review
Cornell University
Ithaca, New York

Dear Dr. Landsberger:

In accordance with your request of October 8, I am enclosing a paper on "Research in the Teamsters' Union." I hope you find it useable.

Very truly yours,

Abraham Weiss
Economist

14/lp
Enclosure

101
81

Inter-Office Communication

From the Office of Mr. Weiss

Date 12/29/59

To Mr. H. J. Gibbons

Subject

You will recall that Cornell University asked us to prepare an article on "Research In The Teamsters' Union" for their official journal, Industrial and Labor Relations Review. A copy of this paper is enclosed.

AW/lp
Enclosure

RESEARCH IN THE TEAMSTERS' UNION

Research work in the International Brotherhood of Teamsters is carried on at every level of the Union's organization -- local union, joint council, area conference, trade division, and national headquarters. The existence of 18 research departments and their operation can be attributed to many factors, including the Union's structure, the preponderance of "general" locals (which include many of the trades and industries within Teamsters' jurisdiction), the great autonomy of its affiliated bodies, and the wide diversity of industries in which Teamster members are employed.

Teamster research departments range from one-man operations to well-staffed offices of 8 to 10 persons. Each department functions autonomously, but cooperates and collaborates with the others on an informal basis as the need arises. Each department is, of course, responsible only to the particular organization to which it is attached.

At the present time, research work is carried on at the International Union's Headquarters in Washington, D. C., at three of the four Area Conferences, at ten Joint Councils, of which five are statewide, and at four local unions. Research departments function in Canada and Hawaii, as well as the United States.

Although the International Research Department does not exercise control or direction over the other research offices, it does maintain close liaison and contact. Ideas are exchanged freely and willing cooperation has always been the case. But the question of adequate communication is one of the main problems, where research facilities are as autonomous and decentralized as in this case. Close contact is necessary, not only for the purpose of exchanging views,

transmitting news of happenings within the organization, or trading contract information, but to avoid duplication of efforts. A similar informal working arrangement characterizes the relations between the Area Conference Research Department and the research offices of subordinate bodies within the jurisdiction of the Conference.

To facilitate communication, the International Research Office has held annual conferences of Teamster research personnel. These have been helpful and very well received. Such conferences have provided an opportunity for face-to-face exchange of ideas, discussion of current problems and the planning of future projects and activities. Leading government and private economists have participated in these annual meetings, as have, until recently, research and education directors from other Unions.

The primary function of Teamster researchers, as is undoubtedly true of most trade union research work, is to render service and assistance to their 'constituents,' essentially upon a request basis. Actual duties involve all the various problems encountered by Teamster officials and members. In general, all Teamster research staffs do similar kinds of work, although the scope of their duties may vary from one office to another. Compounding and complementing the problem of providing service and information is the nature of Teamster jurisdiction, which includes practically all industries and many crafts. Researchers must be ready to furnish information on and conduct surveys in a large number of industries, companies and crafts. Requests may range from spot information on one person or company to contract summaries and analyses and economic data for an entire industry.

Basic to the operation of all Teamster research departments is the maintenance of the most complete and up-to-date file of Teamster contracts possible. These provide the basic raw material for much of the work performed. Many of the offices carry on a continuous program of summarizing those contracts. The summaries are then distributed to interested Teamster parties.

International Research Department

The duties of this office are as varied and numerous as the imagination permits. The International constitution requires affiliated bodies to file copies of all labor agreements with the International office. As a result, a very extensive contract file is maintained, broken down by local union. To facilitate the use and analysis of these contracts, two separate card files are maintained; one by industry, using the Standard Industrial Classification code of the Bureau of the Budget, and the other by national (multi-state, multi-establishment) companies. The contract and card files facilitate handling requests for, or making surveys of, contract information in a particular area, for a particular company, or for an industry. Contract analysis is, of course, performed by most Teamster researchers. Other than specific requests from individual locals, however, most of the formal contract survey by the International Research Office cover large multi-establishment companies or broad industries, which operate nationally and which cut across area conference lines. In this fashion, the National Office supplements the information available to local offices on company or industry operations outside their area.

The Department also issues, about five times a year, a report titled FACTS FOR BARGAINING, for local unions which represent laundry, linen and dry cleaning drivers. The laundry industry operates essentially on a local labor market basis. There are relatively few specialized laundry locals; most organized laundry drivers

are members of general locals which also include many other industries. The report includes news about the industry; economic news notes highlighting the economic and bargaining climate; general bargaining developments; NLRB and court decisions of interest; current settlements in the laundry industry; and individual summaries of currently negotiated laundry driver contracts showing current pay scales and amounts of increases negotiated, hours and overtime, and major fringe benefits such as holidays, vacations, health and welfare, pensions, sick leave and funeral pay. Recent issues have also included illustrative contract clauses on specific subjects common to the laundry industry, such as route splitting, taken from various Teamster contracts throughout the country. The report thus keeps all the locals informed as to current bargaining developments and wage movements in the industry and assists the bargaining representatives of general locals to function more effectively in this specialized industry.

The International Research Department also maintains extensive reference files by subject, industry and company. Over 200 publications are scanned each month for matters of interest and these are clipped or copied for filing. Pamphlets and similar materials are also filed in the appropriate category. These files provide, at the very least, a ready source for answering requests for information on a wide variety of subjects from key officials of the International Union, local unions, other Teamster research offices, students and the general public. Included in this activity is the collection and analysis of financial data for the companies bargaining with Teamster Unions.

Keeping abreast of various regulatory agencies which affect Teamster-organized industries and their employees is another important function of the International's Research Department. Activity in this area is twofold: to

advise may officers, local unions, and the field research offices of rules, regulations, and decisions which may be of interest and concern to them; and to present the Union's views and attitudes to these agencies, either in written statements or briefs or, occasionally, in person. By way of illustration, the Research Department is currently drafting a statement to submit to the Interstate Commerce Commission presenting the Teamsters' position on a proposed rule change dealing with drivers' hours and on-duty time. Similarly, in connection with a recent minimum wage determination for the evaporated milk industry, conducted by the Secretary of Labor under the Public Contracts Act, the Research Director prepared the necessary statistical and economic materials to support the Union's position, drafted a brief, and presented the case before the Labor Department's Hearing Officer, including rebuttal of the industry's data and position.

The Research Department is also called upon to prepare statements and appear before Congressional Committees regarding proposed legislation. Thus, the Research Director has testified on such diverse matters as basic transportation policy, amendments to the Fair Labor Standards Act, and parcel post. Along similar lines, the Department prepares drafts of technical correspondence for various officers to answer requests from members of Congress, governmental agencies, and others.

During the past several months, a major portion of the time of the Department has been devoted to basic research for the new Teamster political and legislative activities department. This has involved, among other things, a detailed analysis of so-called marginal Congressional districts; profiles of selected districts in terms of the dominant power factors; a survey of the type and degree of current political activity by all Teamster locals; and the accumulation of basic

-2-

source materials.

Representatives of the International Research Office are also called upon to sit in on negotiations involving master agreements which involve more than one area conference. This office has also prepared the data and presented the Union's case in a contract dispute before a President's Emergency Board under the Railway Labor Act.

At the present time, in cooperation with one of the Area Conferences, an extensive survey is underway of all major motor freight contracts throughout the country, in preparation for wide-scale negotiations which will be initiated late in 1960.

Drafting articles for the Union's official journal and preparing outlines or texts of speeches by local and national union officers also falls from time to time within the scope of the Research Department's functions and activities. In a similar vein, the Department sometimes prepares popular pamphlets for distribution to local union officers and members, as well as the general public, on current issues, such as automation and the economic effects of "right-to-work" laws.

The Union's library is under the jurisdiction of the Research Department.

In the months ahead, the Research Department will be involved in preparing and presenting testimony before various Congressional Committees on anticipated legislative proposals in the labor field -- such as minimum wage, Public Contracts Act, Davis-Bacon Act, and emergency strike settlement procedures.

Area Conference and Joint Council Research Departments

Although the functions of these offices are basically similar to those of the International Research Department, they do differ in the types of services rendered.

Contract files -- as complete and up-to-date as possible -- are maintained in each of these offices, for the local unions within their area of jurisdiction. With but one or two exceptions, all of these offices routinely summarize their agreements so as to answer requests readily and to analyze bargaining trends and developments by company, industry, and area. Contract analysis is also aimed at assisting local unions to achieve contract uniformity -- on a city, state, or multi-state basis.

A number of these offices regularly publish newsletters or bulletins for use by affiliated local unions. These contain contract information, economic notes, significant labor board and court decisions and rulings, contract analyses and data sheets and similar materials. Illustrative of some of the more general subjects covered in some of these publications are briefs or articles on the new labor law; health and welfare programs; Steward's training; the transportation revolution, including piggyback; credit unions; liberalized Social Security Disability payments; the dairy situation; the brewing industry; and facts about food store chains.

Other more specialized articles have included an analysis of subcontractors clauses and dues check-off clauses in the building industry; membership distribution by industry within the Joint Council area; the application and coverage of a "model contract" in the area; and illustrations of the gains achieved under pattern bargaining.

Several Joint Councils issue a monthly Research Bulletin devoted to current negotiations. A composite table of contents of these bulletins would include a text summary of completed negotiations during the month; tabular summaries of wage, welfare benefits, and union security negotiated; new wage rates in completed contracts; and new hourly rates after deferred increases have been applied in existing contracts. Additional tables indicate, by number and percent of contracts and employees covered, the range of wage increases and the average hourly settlement by local union and by general occupational classifications (clerical, warehousemen, and chauffeurs).

One Joint Council Research Office compiles an annual survey of basic wage rates and hours for chauffeurs and helpers in the metropolitan area as well as an annual survey of wages and working conditions among warehousemen, food processing, and clerical employees of a major local union in the area. These annual surveys include such things as a summary of wage settlements during the year; detailed occupational wage rates, by industry; the trend of basic wage rates in selected industry groups since 1944; and non-wage (fringe) benefits negotiated during the year.

The Research Department of one of the Area Conferences issues a 10-page Labor Handbook, which includes contract summaries, suggested clauses, legal decisions, and industry data. Contracts are analyzed in considerable detail, on an industry basis within the Conference area. Another Area Conference Research Department issues a Monthly Area Report designed to inform local union officers and business agents of the activities within the 12-state area and to brief the business agents on recent significant developments in the various industries.

Organisational surveys -- to determine the extent and location of union organisation in specific industries -- are often conducted by Conference and Joint Council Research Departments. These surveys are generally based on mail questionnaires to each local union in the area covered, to ascertain the organised and unorganised shops, the number of employees, and other pertinent facts. Such surveys have been made, for example, in the dairy industry, brewing and soft drinks, steel haul operations, laundry and dry cleaning, and local and long distance household goods moving and storage industries.

To further assist organisational efforts, information is developed on new plants, mergers, business conditions in specific plants, the history of particular companies, and information on communities in which organisational campaigns are under consideration.

Within each area conference, Ivesco local unions are allied into trade divisions -- on the basis of their community of interest because they represent workers in a given industry or related industries. Both area and joint council research staffs participate actively in a consultative capacity to the trade divisions in formulating their various programs and in area agreement negotiations.

Representatives from area conference and joint council research departments are involved in contract negotiations much more extensively than is true of the International Research Department. In some cases a major portion of the time is devoted to such activity. In most cases involving area-wide contracts or negotiations involving more than one local union, the research department is almost automatically called in, either for direct participation or for advice and assistance.

Many offices handle matters before the regional offices of the National Labor Relations Board, particularly in petition filing and routine representation cases. In the latter situation their involvement may be complete, from the filing of the petition to the formal hearing and finally the writing of any necessary briefs.

One of the duties performed by many of the offices is the filing of necessary compliance data required from unions by the Taft-Hartley Act. In some cases, the entire job is performed for the local unions by the research department. With the passage of the new labor law, this particular aspect will take on new importance and possibly involve more time than previously.

Conference and Joint Council research personnel are often involved in arbitration proceedings. In many instances they are called on only to write arbitration briefs. In other cases, as in NLRB representation cases, the involvement may be complete from the preparation of the case to its presentation before the arbitrator.

Another common activity at this level of operations is the writing of organizing leaflets and other organizing aids. The Research Director for one Joint Council has prepared a handbook or guide^Δ for union organizers, which has been widely distributed throughout the union and elsewhere. The Research Department of one of the Area Conferences has just prepared an organizing manual for public employees, designed to assist local unions in organizing such workers.

^Δ - Some Notes for Trade Union Organizers

Local Union Research Departments

Several Teamster local unions have established research departments of their own. Their activities are, of course, confined to matters affecting their own particular local. Their duties are similar to those of the Conference and Joint Council offices, but on a much smaller scale. They are probably more involved in negotiations. In addition, a considerable portion of their time is involved in the day-to-day administration of local union affairs.

From the foregoing it is apparent that it is rather difficult to describe the functions and duties of Teamster Research Departments in every detail.

Summary

Teamster research activities are broad and varied, as is probably true of most trade union research departments. The Research Director often combines the tools of economic and statistical analysis with that of author and publicist. He performs a highly useful public relations function in his appearances before governmental agencies, Congressional bodies, and private groups. As the "literate" arm of the union, he often plays a vital role in speechmaking and in reporting on the stewardship of the Union's officers. He serves as a communications center — a clearing house of information on virtually every subject under the sun.

The work of the Research Department includes everything from handling simple 'spot' requests to long-term research; library work; advisory services; liaison with government and other public agencies; participating directly or indirectly in organizing, negotiating, mediating and arbitrating; and writing

articles, speeches, organizing pamphlets, and other material.

Teamsters' research, as is the case with other trade unions, is a necessary tool of modern-day trade unions. Functional in character, it is designed to meet the day-to-day, practical problems facing the local unions, Joint Councils, Trade Divisions, Area Conferences, and the International Union in the fields of negotiations and organizing. Union research is service-oriented, devoted to providing material to help solve problems growing out of the Union's day-to-day operations. It is primarily of an immediate operational character, in which results or findings must be obtained rapidly. The key objective, of course, is to enable the Union's officers and its policy-makers to use facts and figures more intelligently and profitably and thus better to serve the rank-and-file membership.

In brief, the Research Department is a specialized technical service designed to help Teamster members win a better life.

INDUSTRIAL and LABOR RELATIONS REVIEW

CORNELL UNIVERSITY

Ithaca, New York

October 8, 1959

Robert L. Aronson
Editor

Henry A. Landsberger
Associate Editor

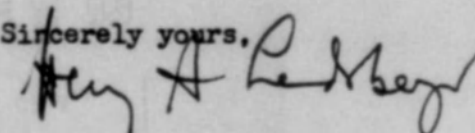
Ronald Donovan
Associate Editor

Leonard P. Adams
Chairman, Editorial Board

Mr. Abraham Weiss, Economist
International Brotherhood of Teamsters
25 Louisiana Avenue, N. W.
Washington 1. D. C.

Dear Mr. Weiss:

Thank you for your letter of October 6. The reports which we have received so far have run up to five hundred words, but there is no reason why you should not somewhat exceed this limit if you have a great deal to report. We shall be glad to hear from you.

Sincerely yours,


Henry A. Landsberger
Assistant Professor

HAL:dma

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INDUSTRIAL and LABOR RELATIONS REVIEW

CORNELL UNIVERSITY

Ithaca, New York

July 15, 1959

Robert L. Aronson
Editor

Donald E. Cullen
Associate Editor

Henry A. Landsberger
Associate Editor

Leonard P. Adams
Chairman, Editorial Board

Mr. Abraham Weiss, Research Director
International Brotherhood of Teamsters
25 Louisiana Avenue
Washington, D. C.

Dear Mr. Weiss:

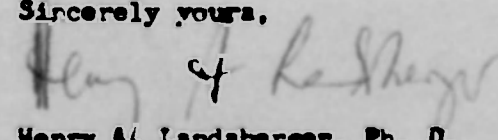
As you may know, the Industrial and Labor Relations Review tries to be a medium of communication for those in the field of industrial and labor relations. One way in which we keep both practitioners and university persons abreast of developments is by obtaining from various research groups and institutions their descriptions of research activities underway. Such descriptions appear in our "News and Notes" section.

We think our readers would be interested to learn about some of the research which you are currently conducting, and we would gladly publish a report from you if we can work out the problems which such a proposition raises! Chief of these is, I am sure, that you will not wish to disclose all the projects you have underway, in case this should harm your bargaining position. Fortunately, however, readers may in turn not be interested in every one of your studies (although this is hard to predict). I am sure that, at the very least, they will be interested in any broad-gauge industry-wide study or any study of a specific problem which is of current interest: e.g., skilled wage differentials.

If you are interested in describing some of your work, I would appreciate your letting me know, and I would hope that we can work out a suitable document. You may wish to consult back copies of the Review to see what our "News and Notes" section looks like--in particular, Volume II, Number 3 (April 1958) in which the I.A.M. published a report.

For inclusion in our January issue, we should have a report by mid-September. I look forward to hearing from you.

Sincerely yours,


Henry A. Landsberger, Ph. D.
Associate Editor

HAL:dma

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE., N.W.

WASHINGTON 1, D.C.



October 6, 1959

ADMINISTRATIVE FILE

Cornell University

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X

Dear Sir and Brother,

The Industrial and Labor Relations Review, published by Cornell University, has requested us to write an article on Teamsters' research for a forthcoming issue. The General President's office has endorsed this request and directed me to prepare an article on this subject.

Such an article would be incomplete and inadequate if it did not fully reflect the many varied "research" activities carried out in the field by the Research Departments of the Area Conferences, Joint Councils, etc.

I should greatly appreciate receiving from you, no later than November 15, as detailed a statement as possible on the scope of activities, method of operation, relationship to your principals, and other significant aspects of your research operation. I realize, of course, that many of your activities go beyond the general concept of the term "research." Please include a description and analysis of such activities, however, so that we can portray the full range and variety of the activities of Teamster "researchers." Indicate the source of requests for your services and the circumstances under which they arise; any continuing or long-range projects as contrasted to emergency "firemen" jobs; legislative, publicity, negotiating or other functions; size and type of staff; regular publications or other research products; etc.

In brief, I should like to get as broad a picture of your total activity. At the same time, however, the article would naturally benefit and gain a "human interest" angle from specific incidents, interesting or unusual assignments, specific projects, etc.

One further point--what is your personal concept of the role of Teamster research; what should we "researchers" be doing; what is our function? What do our principals "expect" from you--as the researcher or statistician?

The Cornell University request provides us with a ready-made vehicle to secure some favorable mention for the International Brotherhood of Teamsters and its affiliates, as well as for its various Research Departments. May I count on your prompt assistance.

Fraternally yours,

Abraham Weiss
Chief Economist

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
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Fraternaly yours,

Abraham Weiss
Chief Economist

ADMINISTRATIVE FILE

Cornell University
Personell - Baron, Sam

April 19, 1956

Mr. M. P. Catherwood, Dean
New York State School of Industrial
and Labor Relations
Cornell University
Ithaca, New York

Dear Dean Catherwood:

I have your letter of April 9 as to full or part time teaching
by Mr. Sam Baron as a visiting professor at Cornell.

Of course, I would have nothing to say if Mr. Baron should
elect to leave our employment for other full time work.
However, as it relates to part time employment, I cannot
under any conditions agree to such leave. There is a great
continual work load in his Department and it makes it
impossible to consider his being away.

With sincere appreciation for the compliment you have paid
to Mr. Baron, I am

Sincerely yours,

DB:aw
cc Mr. Baron.



M. P. CATHERWOOD
DEAN

NEW YORK STATE
SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

April 9, 1956

Mr. David Beck, President
Teamsters, Chauffeurs, Warehousemen
and Helpers of America
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Mr. Beck:

Recently I had the pleasure of being associated with one of your staff members, Mr. Sam Baron, on a minimum wage board, conducting hearings in Puerto Rico. My association with Mr. Baron was of such a nature that since my return to the School of Industrial and Labor Relations here at Cornell, I have wished that it would be possible for us to invite him to work with us in some capacity as a Visiting Professor.

As you probably know, the New York State School of Industrial and Labor Relations was established ten years ago to train both undergraduate and graduate students for more effective work in labor relations, whether with management, unions, or government. In addition to our regular staff of professors, we try to bring in practitioners, both from labor and management, on a Visiting Professorship basis. It is in this latter relationship that I have been thinking of Mr. Baron.

We try to set up programs for Visiting Professors in a way which will enable them to work with us and yet maintain their permanent positions. This means that we are prepared to offer a Visiting Professorship on either a part-time or full-time basis. We would, of course, be very happy if it were possible to work out a full-time leave for a semester or two with Mr. Baron. In such a case, the Visiting Professor would be able to teach one or two courses at the School, to participate fully in faculty committees, have a close consultative relationship with students, and undertake writing or research if he were so interested. A second alternative would be to invite him to come to Ithaca for one or two days a week and to arrange for seminars to fall within the shorter time which he would then have available. We have often made such arrangements, although we recognize that they impose a heavy burden on the individual whom we want to have at the School.

Our salary schedule would permit us to pay at the rate of \$10,000 per year for full time at the School. A part-time arrangement,

Mr. David Beck

- 2 -

April 9, 1956

however, could be worked out at lower levels but with travel costs and per diem, which is limited by the New York State regulations to \$11.00 per day.

If you feel there is any possibility of arrangements whereby Mr. Baron could spend full time or part time with us for a period of one or more semesters, I would be happy to take up with both you and him the details of what I hope would be a satisfactory arrangement both as to time and reimbursement. Unfortunately, since I have just undergone an operation, I do not expect to be able to get away from Ithaca for a few weeks. I do, however, look forward to the opportunity in the not too distant future of making your personal acquaintance when I am able to get to Washington.

Sincerely,

M. O. Catherwood

ADMINISTRATIVE FILE

Cornell University

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March 16, 1956

C
O
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Miss Leone W. Eckert, Records Librarian
New York State School of Industrial
and Labor Relations
Cornell University
Ithaca, New York

Dear Lee:

Your letter of March 7 finally reached me yesterday. I say finally since I am no longer with the I.U.E. and have not been with them since October 2, when I joined the Research Department of the Teamsters. The fact that you sent the letter to the I.U.E. surprises me somewhat. I assumed you would know that I was with the Teamsters from the fact that I participated as a member of the Automation Panel at the last annual faculty-alumni conference as a representative of the Teamsters.

As you can imagine from the above paragraph, it is impossible for me to know much in respect to the request you made in your letter of March 7. This is high on impossible for me to know anything since I left that organization under rather strained circumstances.

However, I can tell you this. The I.U.E. moved into their new quarters on the 27th of January. Also, I rather doubt, because of the very trying strike that organization is engaged in with Westinghouse, that anyone on their staff would have the time to sort through the material which they must have stored during their move to their new quarters.

Lee, as the best approach I think the following is what you should do. Write Mr. Lee Yinnagaa, Executive Assistant to the President of the I.U.E., and state that in general you are interested in any type of information or pamphlets, publications, etc. of the organization that they plan to discard

for your library. For the reason I stated above, I think you should further suggest that your people would supply the necessary man or woman power, as the case may be, to sort through, catalogue, and prepare for shipment to Cornell whatever material they are willing to give you.

It was a pleasure hearing from you again and if I can be of any further assistance, please let me know. With very best personal regards,

Sincerely yours,

Earl H. Kipp
Assistant Economist

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NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

OFFICE OF RESIDENT INSTRUCTION
C. A. HANSON, DIRECTOR

COUNSELORS
JAMES CAMPBELL
RUDOLPH CORVINI
DONALD F. DIETRICH

December 30, 1959

ADMINISTRATIVE FILE
file Cornell University
X
X

Mr. Abraham Weiss, Research Department
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Mr. Weiss:

As you may already know, a number of alumni of the New York State School of Industrial and Labor Relations are employed in the union movement at the national as well as the local level.

The purpose of this letter is to suggest that you might care to notify us of any vacancy you may have so that we could refer persons with experience as well as new graduates, since the School offers placement service to both alumni and students.

Sincerely,

A. K. Collins
A. K. Collins
Assistant Professor

AEC:ca

ADMINISTRATIVE FILE

Cornell University

X

X

May 20, 1959

Mr. Jerry A. Kneisl
Instructor
Cornell University
522 Dryden Road
Ithaca, New York

Dear Mr. Kneisl:

This is in answer to your letter of April 28th, in which you enclosed a questionnaire dealing with fringe benefits in small business. I regret exceedingly that I am unable to complete this questionnaire, we have no detailed information in this office on the fringe benefits which you request in your form, since these plans are negotiated at the local level. Moreover, since much of our bargaining is with groups or associations of employers we often do not know the number of firms involved or the size.

Generally speaking both Health and Welfare and Pension Plans are negotiated on a non-contributory basis, that is, the employer pays the entire cost. Recent studies by the Bureau of Labor Statistics of the local trucking industries indicate that over 90% of the unionized employees in these industries are covered by non-contributory plans. In most cases, employers contribute 10¢ per hour per employee to both the Health and Welfare and Pension Plans. Except for the Masters Conference of Teamsters Pension Plan, which covers the eleven Western states, most of our Health and Welfare Plans and Pension Plans are funded trusteed plans.

Please let me know if I can be of any further assistance.

Very truly yours,

Abraham Weiss,
Economist

AW:jf

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522 Dryden Road
Ithaca, New York
April 28, 1959

Mr. Mordecai Weiss
International Brotherhood of Teamsters, Chauffeurs, Warehousemen
and Helpers of America
25 Louisiana Ave, NW
Washington 1, DC

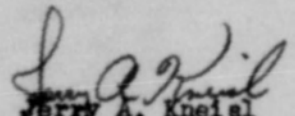
Dear Mr. Weiss:

I am working on a research project concerning fringe benefits in small businesses. The criterion being used to define a small business is 500 or less employees. The study is being confined to the three broad areas of pension plans, profit-sharing plans, and welfare plans. So far, work has been restricted to a review of the literature relevant to the subject of fringe benefits. This effort has produced an insight into the problems involved, and has provided a few examples of possible solutions. Further uncovered is the fact that this vital area of concern to small business men has not been adequately explored.

It is indicated that Unions have often been the prime movers behind fringe benefit plans. In view of this, it is believed that you may be able to supply information which would contribute materially to the results of the study.

The main purpose of the present study is to help fill the wide void in knowledge of fringe benefits in small business. Its success, of course, will depend on the responses received from organizations such as yours. Therefore, I would appreciate your furnishing the information requested in the enclosed questionnaire. It is recognized that all parts of the questions may not be applicable to your organization. Please include the pertinent information which you do have available. Other general or related information on fringe benefits in small business would also be appreciated.

Sincerely,


Jerry A. Kneal
Instructor
Cornell University

	(1)	(2)	(3)	(4)	(5)	(6)
	Total Nr. Co's in Org.	Total Nr. Co's with Plan	Nr. Co's less than 500 employ with plan	Total Nr. employ covered in Co's in Col (3)	Total Nr. employ in Co's in Col (3)	Avg cost to Co's Col (3) per employ per year
I. <u>Type of Plan</u>						
<u>Pension</u>						
<u>Life Insurance</u>						
<u>Accident & Sickness</u>						
<u>Hospitalization</u>						
<u>Surgical Insurance</u>						
<u>Medical Insurance</u>						
<u>Profit Sharing for</u>						
<u>retirement income</u>						

II. How are plans administered?

METHOD (Indicate Number of Companies
with less than 500 Employees)

	Company	Bank	Insurance Company	Union	Group of Companies	Other
<u>Type of Plan</u>						
<u>Pension</u>						
<u>Life Insurance</u>						
<u>Accident & Sickness</u>						
<u>Hospitalization</u>						
<u>Surgical Insurance</u>						
<u>Medical Insurance</u>						
<u>Profit Sharing for</u>						
<u>retirement income</u>						

III. Please attach information pertaining to the details of the various plans that are in effect in companies associated with your organization.

IV. Name of organization _____ Person preparing this report: _____

ADMINISTRATIVE FILE

Cornell University
Raddock, Maxwell S.
x Raddock

March 26, 1959

Mr. Maxwell C. Raddock
Trade Union Courier
19 West 44th Street
New York 36, New York

Dear Max:

Thank you for your interest in my speaking at Cornell University.

Because of uncertainties of pending litigation in Federal Court, it is impossible for me to make any decisions on this at the present time. However, I shall keep it under advisement and when my schedule clears, I shall be very happy to be in touch with you at that time.

Fraternally yours,

James R. Hoffa
General President

JRH/yk

Cable: TRACOURIER

OFFICE OF THE EDITOR IN CHIEF



TRADE UNION COURIER
'America's Leading Labor Newspaper'

19 WEST FORTY-FOURTH STREET • NEW YORK 36, NEW YORK • YUkon 6-5200

March 12, 1959

Mr. James R. Hoffa, General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C.

Dear Jim,

In the midst of all your other important pre-occupations, Cornell University (Ithaca, N.Y.) students think you ought to come out and give them an hour-or-so-long talk. I'd love to see you do it.

The boys on the Men's Independent Council are genuinely convinced that you'd draw as big a turnout as Clement Attlee did recently — over 2,500. The school has over 12,000 students and industrial relations studies attract a very large number. Cornell, as you well know, is one of the Ivy League universities. It draws students from all over the country — and even the world. As you recently remarked to me after the stimulating talk you gave to the student group from the American University, "Such face-to-face encounters with the up-and-coming generation can help to generate a more sympathetic attitude towards labor and particularly the Teamsters."

The Council, through my son Richard, called me to "put in a good word" for them. And to make it even harder for you to turn them down, they said you could choose any of these dates: April 15, 27, 29; and/or May 18, 20, 21, 22.

-more-

Cable: TRACOURIER

OFFICE OF THE EDITOR IN CHIEF



TRADE UNION COURIER
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March 12, 1959

Under the circumstances, can I prevail upon you --- in the interest of enlightening more Americans --- to approve one of these dates in a return reply letter to me so that I may tell my son that the Men's Independent Council at Cornell should forward you a formal personal invitation.

Please do it. I know that your prepared talk, as well as the question and answer period immediately following will make a pack of new friends for the I.B. of T. Also, I want to make sure to be there personally to fire a question or two myself.

Awaiting your reply and with warmest regards,

MCR/rq

Mac
Maxwell C. Raddock



ADM. INTERVIEW FILE
Cornell University
X
X

February 21, 1958

C
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P
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Professor Eleanor Emerson
New York State School of Industrial and
Labor Relations
Cornell University
Ithaca, New York

Dear Professor Emerson,

Thank you very much for your letter of February 19th with
respect to the labor education courses given by Cornell University.
Your cooperation is greatly appreciated.

I should like to take advantage of your kind offer for
publications by requesting two copies of the pamphlet titled
Streamlining the Union Meeting by George Strauss. I am sure
that this will be very helpful.

Thank you very much for your courtesy.

Very truly yours,

Abraham Weiss,
Economist

AIW:bl

SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION
CORNELL UNIVERSITY
ITHACA, NEW YORK

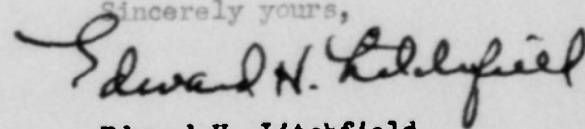
OFFICE OF THE DEAN

December 17, 1954

Dear Mr. Beck:

Thank you for your letter
of December 10. We are very sorry
you can't be with us for our spring
conference, but we hope we will be
more fortunate another time.

Sincerely yours,



Edward H. Litchfield
Dean

Mr. Dave Beck, General President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers
of America
100 Indiana Avenue N. W.
Washington 1, D. C.

ADMINISTRATIVE FILE

Cornell University
X Litchfield, Edward H.
X

December 10, 1954

Mr. Edward H. Litchfield, Dean
School of Business and Public Administration
Cornell University
Ithaca, New York

Dear Dean Litchfield:

I have recently received letters from you, David L. Cole and Charles H. Bibbins, requesting my participation in your annual conference of the graduate School of Business and Public Administration to be held April 22 and 23 at Cornell University.

I have been in touch with David Cole by telephone and have explained to him my inability to make this commitment. I am planning a trip to the Far East in the spring and present arrangements point to my being out of the country in April. I have, however, assured Mr. Cole that, should a change in plans occur early in the year, it would be a great pleasure to me to accept your invitation.

With sincere appreciation, I am

Yours very truly,

DB:aw

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cc David L. Cole
Charles H. Bibbins

From the Desk of Ann Watkins

To:

Filing

See copy of
letter to Dean
Litchfield
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SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION
CORNELL UNIVERSITY
ITHACA, NEW YORK

OFFICE OF THE DEAN

December 2, 1954

Mr. Dave Beck
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen, and Helpers of America
100 Indiana Avenue N. W.
Washington 1, D. C.

Dear Mr. Beck:

Each year we bring a few distinguished Americans to the campus to participate in our lecture and student conference programs. Last year Eugene Holman, Chairman of the Board of Standard Oil, Ralph Bunche of the United Nations, and Richard Bowditch of the United States Chamber of Commerce. This year my invitation has been accepted by Gordon Dean, Secretary of Labor Mitchell, P. M. Shoemaker, President of the Delaware, Lackawanna and Western Railroad Company, and Arthur Burns, Chairman of the Council of Economic Advisers.

By this time you will have received an invitation from Mr. Charles Bibbins to be one of several participants in the program sponsored by our graduate students. He has perhaps also told you that we hope the Attorney General and a number of industrial leaders who are keenly concerned with the question of "How Big Is Too Big?" will be here as your colleagues.

I want you to know, Mr. Beck, that we would consider it a very great privilege if you found it possible to join our group. I would consider it a personal pleasure to have you here.

With best wishes, I am

Cordially yours,

Edward H. Litchfield

Edward H. Litchfield
Dean

NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS
A UNIT OF THE STATE UNIVERSITY OF NEW YORK
CORNELL UNIVERSITY
ITHACA, NEW YORK

GEANE W. MALOTT, PRESIDENT
M. P. CATHERWOOD, DEAN

November 30, 1954

Mr. Dave Beck
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen, and Helpers of America
100 Indiana Avenue, N. W.
Washington 1, D. C.

Dear Mr. Beck:

Annually the School of Business and Public Administration here at Cornell conducts an important and interesting conference. This year the conference will be on April 22 and 23, and the conference topic will be "How Big is Too Big?" This problem will be considered from several angles, and the people planning the conference are very anxious to have you express your views. I volunteered to write to you and personally urge that you try to arrange your many affairs so that you may participate in this important discussion.

This letter is really an introduction of Charles H. Bibb who is serving as the Program Chairman. He will write to you directly in more detail.

I hope very much that you will be able to attend. Since I am spending this year at Cornell as a visiting professor, I would personally look forward with great eagerness to a visit from you and to the opportunity to meet with you and discuss some of the affairs in which we are both so vitally interested.

With best wishes,

Sincerely yours,

David L. Cole
David L. Cole

DLC/bl
-airmail-

Seventh Annual Management Conference

APRIL 22 & 23, 1955
SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION
CORNELL UNIVERSITY
Ithaca, NEW YORK

December 3, 1954

CONFERENCE COMMITTEE

Mr. Dave Beck
International Brotherhood of Drivers, Chauffeurs,
Warehousemen, and Helpers
100 Indiana Avenue, N.W.
Washington 1, D. C.

Dear Mr. Beck:

On April 22-23, 1955 the Seventh Annual Management Conference on Government-Business Relations will be held at the Graduate School of Business and Public Administration of Cornell University. Each year a topic of current importance is discussed before an audience of businessmen, students, and faculty.

The topic this year will be "Big is Too Big?" dealing with the present interpretation and application of the anti-trust laws, and the economic and social consequences of bigness. We plan to attack this subject by having four speakers discuss several different aspects of the issue, one from the labor viewpoint, one representing a firm in a leading industry, one representing a smaller firm, and one representing a labor leader. The speakers will be: General Motors, a third from a smaller company within its field e.g. Inland Steel, and an objective independent viewpoint, that of a labor leader.

We would like to have you deliver an address on Friday morning, April 22 based on the issue of bigness within industry as viewed by labor and by yourself, also your feelings toward the issue of anti-trust when applied to labor unions, and the question of bigness within unions including the advantages of large organizations, problems of efficiency, etc. We were looking for a man who was representative of the labor movement rather than a specialist and therefore felt you would be exceptionally well qualified.

We have made reservations at Statler Hall on campus and we will take care of your expenses including transportation.

I plan to be in Washington December 20 and 21 and could give you then more specific information if it would be convenient. I would appreciate hearing from you by this time.

Very truly yours,

Charles H. Ribbin
Program Chairman

CHB:ea